

KCTCS GOOD NEWS REPORT

HIGHER EDUCATION BEGINS HERE

OCTOBER 2011



KCTCS Vice President Gwen Joseph, ACCT President and CEO J. Noah Brown, 2010-2011 ACCT Chair Peter E. Sercher, Sr., and 2010-2011 ACCT Diversity Committee Chair Robin Smith.

KCTCS RECEIVES PRESTIGIOUS EQUITY AWARD

The Kentucky Community and Technical College System (KCTCS) is this year's recipient of the coveted **Charles Kennedy Equity Award** from the Association of Community College Trustees (ACCT). The Association awards recognize the tremendous contributions made by trustees, equity programs, chief executive officers, faculty members, and professional board staff members. KCTCS was specifically recognized for outstanding efforts and commitment to equity through a number of initiatives, including:

ENROLLMENT

Diversity among the student body at the 16 KCTCS colleges grew significantly between 2005 and 2010. The total student enrollment has grown by almost 26 percent. The largest growth occurred among the Latino population, which saw a 121.5 percent increase, followed by African-Americans with a 59.1 percent increase.

PARTNERSHIPS IN SUPPORT OF MOBILITY

Ready to Work/Work and Learn: Ready to Work (RTW)/Work and Learn (WL) is a partnership between KCTCS and the Kentucky Cabinet for Health and Family Services (KCHFS) designed to serve the Commonwealth's low income parents interested in postsecondary education at community and technical colleges with intensive case management/support services to aid their success. RTW targets students taking college credit courses, while WL targets students in Adult Education/GED courses planning to transition into college. In 2010, the program served 2,430 low-income parents, of which 1,800 were college-level students and 630 adult education students. From fall 2008 to fall 2009, retention was 53 percent for RTW students and 44 percent for the general population. Additionally, 44 percent of the RTW students had GPAs that exceeded the general college population.



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CAMPUS ENVIRONMENT

Offices of Cultural Diversity: The 16 colleges and the System Office each created an Office of Cultural Diversity (OCD). The OCDs are designed to develop/implement strategies to increase minority participation and engagement of students and employees in events and activities.

KCTCS Diversity Action Planning Process: In alignment with the Strategic Plan, the Diversity action research/planning process initiated an appreciative dialogue about diversity, built critical relationships, and constructed a shared vision of cultural diversity. The research and planning activities focused on reframing the diversity efforts as a change initiative that utilizes organizational development concepts, such as appreciative inquiry and cross-functional collaboration. The outcome of the planning process was the KCTCS Diversity Action Plan and framework, *Beyond the Numbers: KCTCS 2010-16 Diversity Action Plan for Inclusion, Engagement, and Equity*. The plan was designed as a roadmap to a future where diversity is infused throughout all functional areas of the organization. The plan's four priority areas are:

- Student Success and Access
- Education, Scholarship, and Service
- Campus Climate
- Institutional Leadership and Transformation

EMPLOYMENT AND PROMOTION

KCTCS Fellows Initiative: Modeled after the Visiting Scholars Program, the KCTCS Fellows initiative was developed in July 2005 to increase diversity at the faculty and administrative levels systemwide. The initiative was designed to offer colleges and the System Office an incentive to create employment opportunities, outside of the traditional budgeting and hiring cycles. The System Office provides up to 50 percent funding, for up to two years, with the commitment of continued employment at the end of the Fellowship. As a result of the Fellows initiative, \$1,596,859 has been allocated systemwide to support the hiring of 30 individuals in faculty, executive, administrative, manager, and professional positions.

INVOLVEMENT IN MINORITY COMMUNITY

KCTCS Super Sunday: Super Sunday is an annual student recruitment initiative specifically targeting African-American students and their families with information and resources to support college admission and enrollment. The inaugural event was held on February 27, 2011, and was declared "KCTCS Super Sunday Day" in the state by Governor Steve Beshear. All 16 KCTCS colleges and the System Office partnered with 23 African-American churches

across the Commonwealth to host college information fairs for prospective students and their families. The focus of Super Sunday was to educate African-American students and their families about the importance of a college education in an effort to increase the number of African-American students enrolling in college. All 16 college presidents, the KCTCS President and other campus and System executives were on hand at each church to give a brief presentation about the value of education, its connection to employability and quality of life, and the benefits of early planning. Host pastors re-emphasized these messages and promoted the importance of parental involvement. More than 3,000 prospective students and their families attended these community-based events, with each church and college varying their schedule and agenda to accommodate participants. Next year's event will be Sunday, February 12.

REPRESENTATION

Kentucky Community and Technical College Board of Regents: In July, the Board elected Porter G. Peeples, Sr. as its new chair. Not only is he the first African-American to serve in this position, he is a community college graduate who offers a unique perspective and serves as a role model to students.

KCTCS is governed by a 14-member Board of Regents. Eight members are appointed by the Governor and six are elected members. The elected members include two members of the teaching faculty elected by faculty, two members of the nonteaching personnel elected by nonteaching personnel, and two members of the student body elected by students. The demographics of the current Board members are as follows: 50 percent female, 50 percent male, and 14 percent African-American. In addition to the minority representation on the KCTCS Board of Regents, 13 minorities serve on college advisory Boards of Directors.

CONTRACTING AND VENDOR PARTICIPATION

Diversity Supplier Initiative: KCTCS has developed a strategy to increase both the number of diverse suppliers from whom purchases are made and the dollar volume of business conducted with diverse suppliers. Through this KCTCS Board of Regents' endorsed initiative, KCTCS is committed to using suppliers that reflect the diversity of the students attending KCTCS colleges and the citizens of the Commonwealth of Kentucky. The business classifications used by KCTCS to define diverse suppliers include, but are not limited to, ethnic minorities, women-owned businesses, veterans, and individuals with disabilities.

KCTCS was recognized by the ACCT earlier in the year with a regional-level award. All regional winners were the sole contenders for the national-level awards. The awards were announced during the ACCT Awards Gala on October 14, 2011, in Dallas, Texas.



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